

Chair of Trustees Recruitment



Welcome

Thank you for your interest in the **Parent-Infant Foundation**. We are excited to be recruiting a new Chair to build on the great work the charity is doing and to help us achieve more.

“We are a national charity that wants to see all babies have a sensitive, nurturing relationship to lay the foundations for lifelong mental and physical health”

Parent-Infant Foundation

We are working to achieve this vision by:

- **Enabling and expanding** specialised parent-infant relationship teams – the services that work with those early relationships at high risk or already experiencing significant difficulties
- **Promoting and driving quality** across the network of parent-infant relationship teams
- **Giving babies and the services that work with them a clear and compelling voice** that shapes the national and local policy and practice agenda





The **Parent-Infant Foundation** is the only national UK based charity proactively supporting the growth and quality of specialised parent-infant relationship teams across the UK. We have a unique role in bridging the gap between frontline delivery, local commissioning, and national decision-making when it comes to parent-infant relationships for families with the most complex and persistent difficulties. We bring the infant mental health sector together with collaborative leadership, providing a much-needed national voice, and catalysing a united force to campaign for policy change.

Our mission is to support the development, growth and quality of specialised parent-infant relationship teams in the UK

We were founded in 2013 and now work with 30 specialised parent-infant teams across the UK, and with regions wanting to develop a local team. We also provide the secretariat for and lead the **First 1001 Days Movement**, a collective of over 120 organisations that are striving to drive change by inspiring, supporting and challenging decision makers to value and invest in babies' emotional wellbeing and development.

Over the past year we have grown significantly in reputation, scope, and influence. We launched our new **strategy** in October 2019 alongside a new brand and name, and we have started the diversification of our funding to ensure a secure and sustainable future.

As the Chair of the Parent-Infant Foundation, you will bring your knowledge, experience and skills to help us to make an even greater difference to the work of the frontline services whom we support, to ultimately make a greater difference to the lives of babies and their families across the UK. You will be committed to seeing more specialised teams available across the UK to ensure all families that need that level of support can access and receive it. And you will want to see the needs of babies and their families a priority in local and national decision making.

As Chair of the Trustee Board you will be responsible for ensuring the charity is well governed and able to achieve its charitable objectives in the context of a fast-changing world. You will be leading a group of Trustees who themselves bring a mix of skills to the table from the worlds of clinical therapy, legal, marketing and communications, policy, and finance.

Together the Board ensures that the Charity continues to work towards achieving its mission whilst living its values and strengthening itself financially. You will also be expected to represent the organisation at our external events. This is a fantastic opportunity to support, strengthen and grow our charity for the benefit of babies and their families across the UK.

We look forward to meeting you.

Yours sincerely,



Tim Loughton, MP
Outgoing Chair of Trustees



Dr Beckie Lang
Chief Executive

Why do babies early relationships matter?



The first 1001 days, from conception to age two, is a period of rapid growth when the foundations for future development are laid.

Sensitive, responsive and trusted relationships are fundamental to infant mental health. Parents and caregivers help babies to learn how to experience, manage and express their emotions, and to feel safe to explore the world.



Although children's futures are not determined by the age of two, severe and persistent problems in early relationships and emotional development can have pervasive and lifelong impacts on a range of outcomes.

Because the first 1001 days are a period of rapid development, early experiences affect not only babies' emotional wellbeing now but also influences how their bodies and brains develop.



Good infant mental health:



- enables young children to **feel safe and secure**, ready to play, explore and learn as they enter early education and school;



- increases the chances of babies **achieving their potential** in later life and **contributing to society and the economy** as adults;



- lays the groundwork for children's ongoing **social and emotional development**, including resilience and adaptability - key competencies that will help them to **thrive**;



- helps children to **develop behavioural and physiological regulation** which are linked to lifelong physical and mental health and wellbeing;



- gives babies the **skills to form trusting relationships** which are essential for living a healthy and fulfilling life.



It's very important to **promote emotional wellbeing and development** and to provide support to families if they experience difficulties in parent-infant relationships.

Good infant mental health promotes positive outcomes throughout a person's life and influences how they parent their own children.

Investing in infant mental health pays dividends for generations to come.



Investing in the emotional wellbeing of our babies is a wonderful way to invest in the future.

Giving children the best start in life.

Improving the mental and physical health of the next generation.

Reducing risky and antisocial behaviour and the costs they bring.

Building a skilled workforce to support a thriving economy.

Creating a compassionate society.



The **first 1001 days**, from conception to age two, is a period of rapid growth. During this time **babies' growing brains** are **shaped by their experiences**, particularly the **interactions** they have with their parents and other caregivers. What happens during this time lays the **foundations for future development**.



Early relationships between babies and their parents are incredibly important for building healthy brains.

I need a **secure relationship** with at least one sensitive, nurturing caregiver who can respond to my needs.



Supporting my parents and other important people in my life to develop this relationship will give me the best start in life.



Stress factors such as domestic abuse and relationship conflict, mental illness, substance misuse, unresolved trauma and poverty can make it harder for my parents to provide me with the care I need. The more adversities that my family experiences, the harder it can be to meet my needs.



Healthy social and emotional development during the first 1001 days:



- Lays the foundations for lifelong mental and physical health.
- Means I feel safe and secure, ready to play, explore and learn.
- Leaves me ready to enjoy and achieve at school, and progress in the workforce.
- Enables me to understand and manage my emotions and behaviours; which means that I can make a positive contribution to my community.
- Gives me skills to form trusting relationships and to be a nurturing parent myself; sowing the seeds for the next generation.



Tackling adversity + supporting early relationships healthier brains + better futures

References and further information can be found on <https://1001days.org.uk/resources>



First 1001 Days Movement



Baby Brain Facts

Babies:

- hear at around 24 weeks of pregnancy,
- recognise familiar voice at birth, and
- prefer faces to other shapes.



We are hardwired for relationships!

In the first years of life, more than 1 million new connections are formed every second in a baby's growing brain.

The way babies' brains develop is shaped by their interactions with others.



A range of research shows that **the way parents interact** with their babies **predicts children's later development.**



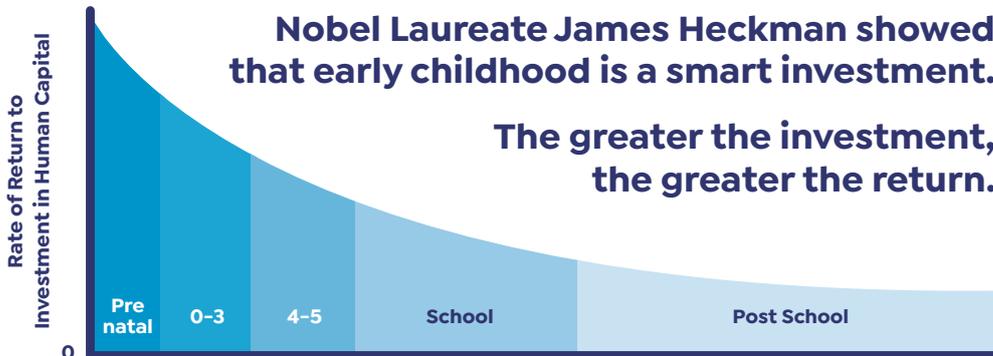
Family income and education is strongly related to children's development.

Babies in higher income families are more likely to have frequent caregiver-child conversations. By age 3, babies with university educated parents have been found to have vocabularies 2-3 times larger than those whose parents had not completed school.

Children's development in the early years sets them on a positive trajectory, although what happens next also matters. Children's development at just 22 months has been shown to predict their qualifications at 26 years.

Nobel Laureate James Heckman showed that early childhood is a smart investment.

The greater the investment, the greater the return.



8,300 babies under one in England currently live in households where domestic violence, alcohol or drug dependency and severe mental illness are ALL present.

Rigorous long term studies found a range of returns between £4 and £9 for every pound invested in early intervention for low income families.



When parents experience problems in the first 1001 days it can have long term impacts on their children.

One study showed that children whose mothers were stressed in pregnancy were twice as likely to have mental health problems as teenagers.



Adults who reported four or more adverse childhood experiences had 4- to 12-fold increase in **alcoholism, drug abuse, depression, and suicide attempts** compared to those who experienced none.



Tackling adversity + supporting early relationships healthier brains + better futures

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First 1001 Days Movement



Our ambition

We set out to see a network of parent-infant relationship teams developed across the UK. Our first five years were about looking at how that could happen and investing in and supporting seven local areas in their development. Now there is a network of 30 local teams, supporting babies and their early relationships. The Network consists of teams that have been developed through local passion, enthusiasm and a recognition of need. They are situated within the NHS, in local authorities and in the third sector. Their funding reflects this, being different depending on how they were established.

Characteristics of specialised parent-infant relationship teams



They are ideally **multidisciplinary teams**, which include highly skilled mental health professionals such as clinical psychologists and child psychotherapists, with expertise in infant and parent mental health and in supporting and strengthening the important relationships between babies and their parents or carers*.



They are **experts and champions**. They use their expertise to help the local workforce to understand and support all parent-infant relationships, to identify issues where they occur and take the appropriate action. This happens through offering training, consultation and/or supervision to other professionals and advice to system leaders and commissioners.



They offer **direct support for families who need specialised help**. This includes targeted work with families experiencing early difficulties whose needs cannot be met by universal services alone, and specialist therapeutic work with families experiencing severe, complex and/or enduring difficulties in their early relationships, where babies' emotional wellbeing and development is particularly at risk.



They assess families and offer individualised programmes of support to meet their needs drawing on a toolkit of both professional practice and evidence-based programmes.



Their focus is on the parent-infant relationship. They do not work only with an individual child or parent(s) but with the dyad or triad (although there may be particular sessions in which parents see a therapist on their own).



There is a clear referral pathway to enable families who need support to access the service. Families are referred because of concerns about **difficulties in their early relationships**, which is putting or could put babies' emotional wellbeing and development at risk. Unlike other mental health services there does not need to be a clinical diagnosis in the adult or child for families to be eligible for the service.



They accept referrals for **children aged 2 and under and their parent(s)**. Some work from conception, others from birth. (Some services see older children too, and some are currently expanding to reach other preschool children, up to the age of 4).

* Services work with primary caregivers, including parents, foster carers, grandparents or others who may be playing this role. In this report, when we refer to parents, it is shorthand for this wider group.

Our structure

The charity is governed by a small team of eight trustees and managed by a team of seven staff (FTE 4.15) and one freelance consultant (fundraising).

Trustees

- Tim Loughton MP, *outgoing Chairman of Trustees*
- Dr Adrian Datta, *clinical trustee*
- Dr Camilla Rosan, *Vice-Chair and clinical trustee*
- Claire Wright, *legal trustee*
- Jane Turner, *clinical trustee*
- Shreena Ghumra, *finance trustee*
- Tia McPhee, *marketing/comms trustee*

Staff

- Dr Beckie Lang, *Chief Executive*
- Dr Karen Bateson, *Head of Clinical Strategy and Development*
- Sally Hogg, *Head of Policy and Campaigning*
- Alex Ford, *Head of Income and Philanthropy (freelance consultant)*
- Rachael Gibbons, *Finance and Governance Manager*
- Alanna Clear, *Senior Communications Manager*
- Sarah Woodcock, *Implementation Support Manager (project funded)*
- Dr Rachel Fraser, *Scotland Coordinator (project funded)*

The team are all remote workers, and we have a small office space (two desks) leased from the larger mental health charity Place2Be, in central London. The team meet every month. The board meets quarterly. You can find out more about our staff and trustees on our [website](#).

Financial Health of the Charity

The organisation has, since its inception, had the generous support of the Ana Leaf Foundation. With the recent strategic review, the reliance on one major fund was highlighted as a major risk and a diversification strategy has been developed. This has begun well and in the current financial year alone, we have had financial support from the National Lottery, The Cattanach Trust, the William Grant Foundation and the Swire Charitable Trust.

We have also secured a three-year core costs grant from Esmée Fairbairn Trust which commences in our next financial year (Sept 2020). The COVID19 situation has meant the postponement of our major donor activity planned for this year, but we have begun our income generation research as per our plan. Our typical annual turnover is approximately £350K.

Our latest financial accounts can be found [here](#).



Role description

The Chair will hold the Board and Executive Team to account for the Charity's mission and vision, providing inclusive leadership to the Board of Trustees, ensuring that each trustee fulfils their duties and responsibilities for the effective governance of the charity. The Chair will also support and where appropriate, challenge the Board and ensure that it functions as a unit and works closely with the staff to achieve agreed objectives. They will act as an ambassador and the public face of the charity in partnership with the CEO and senior leadership team.

Term

The initial term of office for all trustees is three years. Trustees may serve no more than three consecutive terms of office according to its Constitution; the trustees have agreed that no trustee shall normally serve more than two consecutive terms.

Our current Chair is due to step down in September 2020 with the new Chair taking over as soon as is reasonably possible.

Remuneration

The role of Chair is not accompanied by any financial remuneration, although expenses for travel may be claimed. We will also pay for individual membership of the Association of Chairs.

Time commitment

Four Board meetings per year, plus their preparation. The Chair is also expected to have monthly meetings with the CEO and represent the Charity at various events where appropriate.

The Chair and trustees are strongly encouraged to attend Foundation events to better understand the charity's work.

Location

The Parent-Infant Foundation's HQ is in Farringdon, London. Committee meetings are held in London.

Reporting to

Board of Trustees.



Responsibilities

As well as the role all trustees hold in relation to the governance of the charity, we are looking for a passionate, enthusiastic, experienced trustee to chair our board. They will have the following key responsibilities:

Strategic Leadership

- Chair meetings of the Board of Trustees effectively and efficiently, bringing impartiality and objectivity to the decision-making process
- Ensure that Trustees are fully engaged and that decisions are taken in the best, long-term interests of the Charity and that the Board takes collective ownership
- Work closely with the CEO to give direction to Board policymaking and to ensure that meetings are well planned, meaningful and reflect the responsibilities of trustees
- Ensure that the Board operates within its charitable objectives, and provides a clear strategic direction for the Charity
- Ensure that the Board can regularly review major risks and associated opportunities, and satisfy itself that systems are in place to take advantage of opportunities, and manage and mitigate the risks
- Work with the Board to develop the long term strategy for the organisation (growth ambition, impact goals, income generation target, org development)
- Track progress against annual business plans
- Manage key strategic risks
- Ensure that the Board fulfils its duties to ensure sound financial health of the charity, with systems in place to ensure financial accountability.

Governance

- Ensure that Trustees fulfil their duties and responsibilities for the effective governance of the Charity
- Work collaboratively and in partnership with the Vice-Chair of Trustees for the benefit of the Charity, ensuring there are clear responsibilities for each
- Ensure that the governance arrangements are working in the most effective way for the Charity
- Develop the knowledge and capability of the Board of Trustees
- Address and resolve any conflicts within the Board
- Appraise the performance of the Trustees on an annual basis
- Ensure that the Board of Trustees is regularly refreshed to incorporate diversity in cognition, skills and demographics to govern and lead the charity effectively, and which also reflects the wider population
- Work within any agreed policies adopted by the charity.



A useful link for further information on trustees and governance can be found at: <https://www.charitygovernancecode.org/en>

The essential guide for charity trustees can be found at: <https://www.gov.uk/government/publications/the-essential-trustee-what-you-need-to-know-cc3>

Relationship with the staff

- Establish and build a strong, effective and a constructive working relationship with the CEO, ensuring s/he is held to account for achieving agreed strategic objectives
- Support the CEO, whilst respecting the boundaries which exist between the two roles
- Ensure regular contact with the CEO and the staff and develop and maintain an open and supportive relationship within which each can speak openly about concerns, worries and challenges
- Liaise with the CEO to maintain an overview of the Charity's affairs, providing support as necessary
- Conduct an annual appraisal and remuneration review for the CEO in consultation with other Trustees
- Ensure that the CEO has the opportunity for professional development and has appropriate external professional support.

External relations

- Act as an ambassador for the cause and the charity
- Support the charity's fundraising efforts through your own time, ideas and contacts
- Maintain close relationships with key stakeholders
- Act as a spokesperson for the organisation when appropriate
- Represent the charity at external functions, meetings and events.



Person specification

In addition to the qualities required of a Trustee of the charity, the Chair must also meet the following requirements:

Experience

Essential

- Experience within a strategic leadership role within an organisation
- Experience of charity governance, working with or as part of a board of trustees
- Experience as an ambassador/spokesperson for an organisation.

Desirable

- Financial management
- Experience as charity Chair or Board of Directors
- Significant experience of leadership within the early years or mental health sector.

Characteristics and skills

Essential

- Demonstrate a strong and visible passion, interest and commitment to the charity, its strategic objectives and cause
- Personal gravitas to lead a significant national organisation and be comfortable in an ambassadorial role
- Strong networking capabilities that can be utilised for the benefit of the charity
- Ability to foster and promote a collaborative team environment
- Ability to commit time to conduct the role well, including travel and attending events out of office hour.

Desirable

- Knowledge in infant mental health.





Recruitment process

We are an equal opportunities organisation. The policies and practices of the Charity aim to promote an environment that is free from all forms of unlawful or unfair discrimination and values the diversity of all people. At the heart of our policy, we seek to treat people fairly and with dignity and respect.

Applications are welcome from anyone who can demonstrate the skills and capabilities we are seeking.

- 1 Expressions of Interest** are welcome by **July 31st 2020**.
A CV and no more than a two-page statement of intent, explaining why you are interested in the charity, the role and how you meet the person specification should be emailed to **beckie@parentinfantfoundation.org.uk**
- 2 An informal virtual conversation** with our Vice-Chair and CEO will be the first stage to help each partner understand a bit more about each other. These will be arranged **during August**.
- 3 Shortlisted applicants** will be invited to interview by the Vice-Chair and at least one other trustee. They are also welcome to observe the September 2020 Board meeting.
- 4** Following satisfactory references **formal appointment** will occur at the December 2020 Board meeting.



www.parentinfantfoundation.org.uk

 @ParentInfantFdn @First1001days